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The COMPASS

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FACTS FOR THE PRESIDENT

November 2, 1935.

Honorable Franklin D. Roosevelt
President of the United States
Hyde Park, New York

FOLLOWING TELEGRAM JUST RECEIVED FROM ALABAMA CHAPTER AMERICAN ASSOCIATION OF SOCIAL WORKERS QUOTE RELIEF SITUATION ALABAMA REACHED CRISIS TODAY STOP THIS COUNTY ALONE HAS ELEVEN THOUSAND TWO HUNDRED UNEMPLOYED FAMILIES ON RELIEF IN OCTOBER TO WHOM RELIEF NOW DISCONTINUED THIS GROUP COMPOSED OF THIRTY EIGHT HUNDRED FAMILIES ON DIRECT RELIEF BUT IN EXCESS OF WPA QUOTA PLUS SIX THOUSAND FAMILIES OF MINERS UNEMPLOYED ACCOUNT CONTROVERSY WITH OPERATORS PLUS TWELVE HUNDRED FORTY NINE WHITE COLLAR WORKERS ELIGIBLE AND WITHIN WPA QUOTA BUT UNASSIGNED STOP IN ADDITION NEWSPAPERS REPORT THREE THOUSAND CASES IN NEED IN MUSCLE SHOALS AREA ACCOUNT RECENT REDUCTION TVA EMPLOYEES THERE STOP LAST NUMBER UNVERIFIED BY US MANY KNOWN TO BE NON RESIDENTS STOP DIRECTOR STATE WELFARE DEPARTMENT ESTIMATES FORTY EIGHT HUNDRED TENANT FARMERS IN STATE FORMERLY ON RURAL REHABILITATION RELIEF PROGRAM CLASSIFIED AS GROUP TWO TURNED BACK SEVERAL WEEKS AGO BY RURAL RESETTLEMENT WITH NO PROVISION FOR THEIR RELIEF THEY ARE IN DISTRESS STOP THERE ARE ALSO APPROXIMATELY FIVE THOUSAND MINERS FAMILIES IN SURROUNDING COUNTIES NOW WITHOUT RELIEF AFFECTED BY SAME CONTROVERSY AS JEFFERSON COUNTY STOP TOTAL TWENTY FOUR THOUSAND FAMILIES IN STATE REMOVED FROM RELIEF STOP NEW STATE DEPARTMENT OF PUBLIC WELFARE ANNOUNCES IT DOES NOT INCLUDE UNEMPLOYED AS ELIGIBLE TO PARTICIPATE IN ANY RELIEF FUNDS FURNISHED THROUGH THE STATE BY THE FEDERAL GOVERNMENT AS LEFT OVER ERA FUNDS UNQUOTE FROM OTHER SOURCES OUR ASSOCIATION FEARS SIMILAR SITUATION DEVELOPING IN MUCH OF COUNTRY WHICH IS UNPREPARED FINANCIALLY OR BY RECOGNITION OF PROBLEM OR BY LOCAL OR STATE ORGANIZATION TO ASSUME BURDEN BEING TURNED OVER TO THEM STOP WISH ADMINISTRATION WOULD SUGGEST ANY METHODS BY WHICH THIS ASSOCIATION MIGHT ASSIST IN DEVELOPING SOME ADEQUATE PROGRAM TO MEET TREMENDOUS NEED FOR RELIEF AND ASSISTANCE WHICH THREATENS TO BECOME GENERAL ALL OVER COUNTRY IF FEDERAL GOVERNMENT WITHDRAWS STOP WE BELIEVE ONLY SOLUTION IS CONTINUING FEDERAL GRANTS TO STATES OTHERWISE CALL YOUR ATTENTION TO FACT THAT THIS WILL BE WORST OF ALL DEPRESSION YEARS FOR UNEMPLOYED AND OTHERS IN NEED.

American Association of Social Workers,
By Walter West, Executive Secretary.

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The Relief Crisis

(The following statement on the relief situation by Walter West was sent out as a Bulletin to chapters.)

Persistence by the federal government in its policy of discontinuing federal relief or aid to states for relief has made it difficult, if not impossible, to get any hearing during the past nine months for those who believe that:

1. Work, while it should be provided as widely as possible to those who are unemployed, cannot be substituted for a relief program without tragic results to a great proportion of the unemployed;
2. State and local governments generally are not able to finance the necessary adequate relief program; private agencies are even less able to finance the necessary relief programs;
3. State and local government efforts to set up and provide the relief base have been greatly handicapped by the abrupt change in federal program, particularly the *reflections on relief* with which the Administration has supported its shift.

Although some postponement of the deadline on federal relief funds has been hinted if not promised, and although other expedients may be resorted to as the government realizes greater and greater difficulty in fulfilling the promise made for the work program, the position of the unemployed is more unsafe every day.

It seems evident that the original concept of the work program has basic faults which cannot be overcome. The attempt to draw artificial lines between *employables* and *unemployables* has misled a puzzled public into acceptance of that anti-social and unreal division. The attempt to make real work out of something which is not real has been as bad. Instead of the original plan of putting the federal government into a cooperating position with the states and local governments to deal with a great and continuing national calamity, the shifting position of the federal government leaves its partners in puzzled and rebellious confusion.

The problem, therefore, seems to be to get a hearing on the facts about demoralization, reduced relief standards, the transient program collapse, and the other symptoms of this tragic break up, before those facts have become so glaring as to prove themselves. It is well to remember, as we learned from 1929 to 1933 that it takes "a long time to starve," and that it also takes a long time to convince administrators and legislators and the public that a program is needed, and to convince them of the particular kind of program needed.

It is not assumed that social workers can do all the convincing, but they can do much. The Division on Government and Social Work is gathering some information, which it is hoped will get attention. Chapters, nearer to actual situations, may be able to assemble evidence of the effect of the present situation. They may be able to bring their efforts to the attention of other influential groups —labor unions, leagues of women voters, etc. Congressmen and Senators going back to Washington in January may be made aware of needs.

In brief, what appears to be necessary is a reshowing of the need for a national relief program in which federal funds will be available and federal influence will be exerted to have the tremendous problem handled in a constructive way.

As fast as particulars are available from information coming in to the national Association they will be sent the chapters. Meanwhile information from chapters or members about situations or about any steps taken in their communities will be very useful.

—Walter M. West.

Social Workers Call a Mass Meeting

A MASS meeting recently held in Baltimore, to call public attention to the critical relief situation, was the result of initiative taken by the Baltimore Chapter of the AASW. Convinced, that cuts in relief allowances that had already been made, together with announcements that all direct relief would cease on November 1, created a serious crisis, the Executive Committee of the chapter asked a group of organizations representing social work personnel to sponsor a mass meet-

ing. The sponsoring organizations in addition to the Baltimore Chapter AASW, were the Maryland State Conference of Social Welfare, the Council of Social Agencies, the American Association of Medical Social Workers, and the Association of Workers in Social Agencies. Other groups asked to participate in the meeting were the Peoples' Unemployment League, the Inter-Professional Association and the American Federation of Government Employees.

Publicity for the meeting was handled by a joint committee of the sponsoring organizations and included newspaper and radio announcements, notices to social agencies, civic groups, ministers, board members of social agencies, and the members of the sponsoring organizations.

The meeting, attended by about 800 people, was under the chairmanship of Esther Lazarus, Chairman of the Baltimore Chapter AASW. Miss Lazarus pointed out that the occasion was unique in that it was the first time that the five sponsoring organizations, representative of all those engaged in social work, whether public or private, had joined together in a common cause. In discussing the issue which brought them together Miss Lazarus spoke of the obligation of social workers to be the spokesmen of the people who have suffered through the government policy of arbitrarily making cuts without taking into account the needs of the individual.

Specific points of breakdown were discussed by the speakers. Anna Ward, Executive Secretary of the Family Welfare Association, spoke of the demolition of the relief standards which were built up with the assistance of the federal government and of the ultimate costs of lowered relief standards to society. Ben Cooper, Chairman of the Association of Baltimore Emergency Relief Commission Employees, testified that recent cuts in relief allowances have already created great hardships and that clients feel they are no longer able to exist. David Donovan, President, Maryland Transient Bureau Section, American Federation of Government Employees, said that the withdrawal of the transient program would mean that 3,000 people in Baltimore would be left without food or shelter on November 1 and asked if this were going to mean a return to police custody and mission shelters for homeless people.

The charge that prevailing relief allowances are being used by employers to set wage scales and that the large number of relief clients are being used as a threat to the unemployed was made by Joseph P. McCurdy, President of the Baltimore Federation of Labor. James Blackwell, Chairman of the Peoples' Unemployed League, emphasized the significance of the fact that this was the first occasion on which social workers and the unemployed have met on the same basis and urged the continuation of this type of joint action.

The following resolutions brought in by the Resolution Committee were passed by the meeting:

Whereas, the Resolution Committee, representing the sponsors of this meeting: namely, the American Association of Social Workers, the Maryland State Conference of Social Welfare, the American Association of Medical Social Workers, the Council of Social Agencies, and the Association of Workers in Social Agencies, are convinced that with the present status of the public relief problem

Children have been unable to attend school because of lack of clothing;

Families have had their food budgets cut to a point below standards of health;

Clients are being threatened with evictions;

Medical needs are unmet;

New transient applicants are being refused food and shelter;

Morale generally is seriously affected;

Tremendous concern and anxiety among those who are on relief is being caused by the uncertainty which exists with regard to future federal appropriations;

Be it resolved that the committee is in complete sympathy with the substitution of jobs for direct relief, but believes that direct relief should not have been curtailed and now should not be curtailed or withdrawn except as the clients can be transferred to a works program insuring adequate earnings at prevailing wages;

Be it further resolved that this resolution be transmitted to Franklin D. Roosevelt, President of the United States; Harry L. Hopkins, Federal Relief Administrator; Harry W. Nice, Governor of Maryland; Howard W. Jackson, Mayor of Baltimore; Millard E. Tydings and George L. Radcliffe, United States Senators, and the following Representatives: T. Alan Goldsborough, William P. Cole, Jr., Vincent L. Palmisano, Ambrose J. Kennedy, Stephen W. Gambrill and David J. Lewis;

Be it further resolved that social workers and persons interested in social welfare be approached with the request that the spirit and purpose of this meeting be perpetuated through a continuing committee.

Another resolution submitted from the floor was also passed:

1. That Governor Nice call an immediate special session of the Maryland General Assembly for the purpose of providing adequate State funds for Maryland's share of the Federal Emergency Relief program;

2. That such funds can only be raised equitably by means of a State Income Tax and not by poverty taxing sales or consumers' taxes.

In considering the results of the meeting it was felt that the continuing committee recommended in the above resolutions would be imperative in order to conserve the values gained through joint action by social workers on a problem that concerns the entire profession and a meeting on common ground of social workers and the unemployed.

The Outlook for Direct Relief

Testimony on the inability of local communities to shoulder the burden of direct relief without federal aid is given in the following letter addressed to President Roosevelt by the Milwaukee County Council of Social Agencies:

October 14, 1935

Hon. Franklin D. Roosevelt
President of the United States
The White House
Washington, D. C.

My dear MR. PRESIDENT:

The Milwaukee County Council of Social Agencies, at a regular meeting of its governing committee, held on Thursday, October 10, had before it the problem of the present program of the Federal Emergency Relief Administration.

It appears in accordance with the announced declaration of the President of the United States, made early in June, 1935, in his message to Congress, that it is the definite intention of the federal government to withdraw all federal aid for direct relief and leave that problem entirely in the hands of the states and local communities. It was planned that this be accomplished through the establishment of a work program, now administered by the Works Progress Administration, which would remove from the relief rolls all employable members. Various statements made by the Federal Emergency Relief Administrator, Harry L. Hopkins, definitely indicate that it has been planned to withdraw federal relief on or about November 1, at which time it was expected that the program of the Works Progress Administration would be in full swing. It appears that to date approximately 1,000 persons have been placed at work in Milwaukee County by the Works Progress Administration instead of the expected 26,000. From the progress made thus far, it does not seem possible for the 26,000 to be actually placed at work. Even if it were possible, there would still be left a large number of relief clients wholly dependent on the public relief agency of Milwaukee County, the number of which would be approximately from 6,000 to 8,000 at the minimum. The cost of maintaining this group of clients would entail a burden on the county which, according to every evidence at hand, it would be impossible for the county to carry. In addition, there seems to be no escaping the necessity of supplementing those, who will be assigned to the Works Progress Administration, with some direct aid. Careful estimates would indicate that one-third of the total number so assigned will require such additional assistance from the public relief department. This, added to the cost of maintaining those entirely dependent on the county, would require a sum of $5,000,000 to $7,000,000 for 1936 for Milwaukee County. There is no state aid available to help carry this burden for the year 1936, the Legislature having made available funds only for the increase in providing for the needs of those eligible for Old Age Assistance and State Aid to Dependent Children.

The Milwaukee County Council of Social Agencies, with fifty-six private agencies as members and twenty-six public officials serving as Delegates Ex-Officio, is firmly of the opinion that the cost of unemployment relief should continue to be borne by the federal government. It feels that only in this way can the needs of the unemployed be adequately met. To do otherwise is bound to be a retrogressive step and work a grave injustice and hardship on the helpless unemployed.

The Milwaukee County Council of Social Agencies deems it its duty, therefore, to urge upon the President of the United States and other responsible officials the necessity of an immediate reconsideration of federal relief policies.

At the meeting of the governing committee of the Milwaukee County Council of Social Agencies on October 10, I was instructed to submit the above to you and to other responsible officials.

Respectfully submitted,
MILWAUKEE COUNTY COUNCIL OF SOCIAL AGENCIES,
By Margaret Reeves, Secretary.

The Council also adopted a resolution vigorously protesting the proposed discontinuance by the federal government of its responsibility for and its financing of a nation-wide transient program. A letter containing this resolution was sent to President Roosevelt, Mr. Hopkins, Wisconsin's Senators and Representatives in Congress, and the Governor of Wisconsin. Similar action on the transient program was taken by a number of other organizations in Milwaukee, including the Milwaukee Chapter, AASW.

Training Conserved in SRA

In spite of retrenchments and uncertainties, the Social Service Division of the California State Relief Administration has been able to retain one of its three training units where workers from the various counties in the state will be given intensive training under the direction of a competent staff during the coming year.

The trainees receive a six weeks' period of training, combining class work and supervised field work carrying small case loads. At the first

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training period this fall, according to a report received from Hazel Hendricks, Director of Training, 50 trainees were in attendance—15 supervisors and 35 case aides, representing 27 counties in the state. Trainees are paid their regular salaries during the training period by the counties from which they come.

The training staff consists of a director, supervisor, assistant supervisor and five instructors. In addition to the trainees from the SRA, there are 30 university students assigned from the University of California School of Social Service to the Training Unit for their field work. One instructor, a member of the training staff, gives her entire time to supervision of the field work with the part-time assistance of a second instructor.

Classes in the following subjects are conducted for the SRA trainees in the morning sessions: Family Case Work, Special Problems of Case Work, Case Work Supervision, Rural Case Work, Public Welfare Administration, Community Organization.

The afternoons are spent in field work. The Training Unit is carrying the entire case load of the city of Alameda. The university students have a maximum of five cases and the SRA students a maximum of ten. There are five permanent case aides on the staff who carry the cases that need consistent handling by the same worker.

Effort is made to broaden the students' conception of social work through special weekly lectures by outstanding persons in the field of social work and observational trips to acquaint them with various types of social work activities.

Supervisors in the SRA are of the unanimous opinion that the subsequent work of the trainees on the job has demonstrated that the training has sufficient value to the client, the students, the staff and the county, so that it should be continued.

Civil Service Examinations

UNITED STATES

Filing date for applications—November 18, 1935.

Application forms may be secured from Secretary, U. S. Civil Service Board of Examiners at the post office or custom house in any city, or from U. S. Civil Service Commission, Washington, D. C.

SOCIAL ECONOMIST, various grades, Children's Bureau, Department of Labor. Salaries $2600 to $4600. Optional subjects: Child welfare administration; social service for physically handicapped; research and demonstration in the prevention and treatment of juvenile delinquency; research in problems of child dependency and neglect, or social provision for crippled children. Certain education and experience required.

AASW Directory

Orders for copies of the AASW Directory at the pre-publication price ($1.50, paper cover; $2.00, cloth cover) may be sent in to the national office up to the date of publication. The regular price for the volume will be $5.00. Some of those who have not sent in biographical data for listing but who wish to order the directory at the pre-publication price may not realize that they need to so specify.

Five thousand eight hundred members have returned their biographical statements for inclusion in the directory. Additional returns from members are still coming in each day or requests for copies of the questionnaire to replace lost copies. These statements from members will be edited and incorporated into the final volume so far as it is possible to do so without delaying publication of the directory. It is now assumed, however, that those who do not return such statements wish to be listed only with name and the address that is in the national office files.

Political Smoke Screens

In defending his administration of the Ohio State Division of Aid for the Aged which is under fire, the Chief of the Division, Henry J. Berrodin, has charged that the AASW is trying "to get a stranglehold upon the state and national relief agencies."

A study of the administration of old age pensions by this Division was made in connection with the Ohio Government Survey, which appointed a Welfare Committee to conduct the studies of state welfare services. The Welfare Committee recommended reorganization of the pension division on the basis of its findings, and although only one member of the Welfare Committee, Dr. Ellery F. Reed, is a member of the AASW, Mr. Berrodin evidently tried to throw a smoke screen around the findings by attacking the AASW.

Replying publicly to Mr. Berrodin's charges, Samuel Ach, Chairman of the Welfare Committee, denied that the AASW had had anything to do with the report and called Mr. Berrodin's charges "weak and irrelevant." "I feel very strongly," said Mr. Ach, "that any effort to use a measure intended for the relief of the aged for political purposes is thoroughly despicable."

A similar public statement was made by Colonel C. O. Sherrill, Director of the Ohio Government Committee. Colonel Sherrill pointed out that the members of the Welfare Committee had been selected for their outstanding ability, character and thorough knowledge of the social and business aspects of the welfare problem of Ohio. "They approached the problem," Colonel Sherrill stated,

"solely with the view of securing for the people of the State of Ohio the best possible welfare service for the needy aged and the most economically efficient administration of the Old Age Pension System. The charge made that this report was prepared by the members of the AASW for their own aggrandizement is without foundation and entirely unjustified. . . .

"This seems to be solely a question of the desire of the Chief of the Old Age Pension System to run this bureau on the basis of political patronage as compared with the effort of the Survey Committee to take the administration of this law, of so much importance to the aged dependents of the state, completely out of the field of politics."

A Chapter Study of Professional Education Requirements

Continuing demand for professional social work education constantly brings before chapters the question of where and how this education is to be secured. Schools of social work in the large cities have been obliged for the last few years to turn away large numbers of qualified students and many sections of the country cannot be served to any appreciable extent by the existing schools because the distances are too great.

Facing this problem of inaccessibility, the Alabama Chapter undertook a study of the possibilities of developing facilities for professional education in Alabama. The report of the Training Development Committee which made the study, under the chairmanship of Elizabeth Rowe Caro, is an interesting example of method in approaching this problem which may be helpful to other chapters confronted with a similar lack of training facilities. Copies of the complete report have been sent to the chapters, but a summary of it may be of interest here.

The Alabama Committee approached its task of making recommendations to the chapter for a program of professional education in the state by:

1. Informing itself thoroughly of the standards of the American Association of Schools of Social Work for member schools, the minimum curriculum adopted by the Association of Schools for the first year of graduate study, and the standards of the AASW for approved social work curricula not in the membership of the Association of Schools;
2. Canvassing the resources of the various institutions in the state which might be interested in such a program, including facilities for graduate work, adequacy of pre-professional offerings, and library facilities;
3. Planning a curriculum for a year of graduate work, including courses, credits, instructors and schedule of classes, as a basis for discussion with interested institutions.

The Committee's task was simplified to some extent by the fact that several institutions in the state have given some social work courses for a number of years and were therefore logical centers on which to focus the study. The program recommended by the Committee in its report to the chapter suggests: (1) the development of a graduate school of social work at one institution in Alabama which gives graduate degrees on a basis which would enable it to qualify for admission to the Association of Schools, with provision for a three months' summer session and extension courses in various parts of the state to assist employed social workers in securing professional training; (2) an undergraduate social work curriculum at a second institution which does not give graduate work, but which might plan a curriculum under the tentative standards of the AASW for approved curricula limited to junior membership.

Mabel H. Mattingly
Mildred E. Buck

The AASW records with deep regret the death of two active members, Mrs. Mabel H. Mattingly and Miss Mildred E. Buck.

Mrs. Mattingly was a member of the faculty at Fordham University School of Social Service at the time when she was taken ill and was active in the work of the national Association as a member of the Executive Committee and Chairman of the National Membership Committee.

Miss Buck was on the faculty of the Graduate School of Social Work at the University of Washington and an active member of the Seattle-Tacoma Chapter. In appreciation of her work, the Washington State Conference of Social Work has established the Mildred E. Buck Loan Fund for students of social work at the University of Washington.

"Compass" Reprints

In response to requests for additional copies of the article, *What Skills Do Relief Workers Need,* published in the September, 1935, *Compass,* the article has been reprinted and is now available. A number of members have found the material useful for teaching purposes and have wanted to place quantity orders for their students. Copies may be secured from the national office at five cents each with a 20% discount on orders of 20 or more copies.

Other recent *Compass* reprints which are still available are *Professional Standards in Social Work,* by Dorothy C. Kahn (price five cents); *Professional Protection for the Social Worker,* by Rachael Childrey (price ten cents); *The Status of Social Case Work Today,* by Grace F. Marcus (price ten cents).

Meeting of Civil Service Assembly

Good public welfare administration depends upon a system of good government personnel throughout. In the interest of this relationship, the AASW was represented at the 1935 annual meeting of the Civil Service Assembly by Joseph Moss, a member of the Division on Personnel Standards Civil Service Committee whose report of the meeting is given below. Two points about the meeting are of special interest to social workers: It had the largest registration in many years of its meetings; and part of the program was devoted to discussion of public welfare personnel.

THE great practical difficulties in a democracy of selecting and keeping a competent public service personnel were brought to attention at the 1935 meeting of the Civil Service Assembly held in Milwaukee, Wisconsin, September 26th to 28th. The forces which make this difficult include: those groups which fear and oppose any change in governmental organization; those who because of selfish personal and political advantage desire a continuance of the present procedures; and those public employes who seek their own security above good government. Over against these groups is a growing body of younger progressive forces with vision and determination to create in this country a desire for a public service which shall attract the finest of the nation's youth to a career of service whose recompense will be the sense of duty well done, public recognition and esteem, and a modest standard of living.

This was the 27th Annual Meeting of the Civil Service Assembly. The Assembly is an association of public agencies, officials, and private citizens engaged or interested in public personnel administration. The organization was born in the demand of a quarter century ago for better governmental personnel. It has recently been revitalized under the leadership of such men as Clifford N. Amsden, Secretary of the Los Angeles County Civil Service Commission; Charles P. Messick, Secretary of the New Jersey Civil Service Commission; Louis Brownlow, Director of Public Administration Clearing House; Luther Gulick of the Commission of Inquiry on Public Service Personnel, and Secretary G. Lyle Belsley, and has become a channel through which ideas are reaching civil service officials. The Assembly has its headquarters office with the group of public administration organizations near the University of Chicago, 850 E. 58th Street, Chicago.

Because of the importance of public social work and the acceptance of a growing majority of social workers of the merit principle in the field of public personnel administration, the meeting held much of interest and significance for the AASW. There is much of encouragement in the present situation. The continuing activity of the Commission of Inquiry on Public Service Personnel offers a basis for organization of effort. Of special interest also is the Better Government Campaign of the National League of Women Voters, which is the primary objective of that organization for this year.

Training for the public service was discussed in relation to the problems of preparation, "interneship" and induction. United States Civil Service Commissioner Leonard D. White voiced the hope that a career service would be developed in federal, state and local government. A discussion of the new opportunities in governmental work as typified by the TVA and the Federal Housing Projects suggested the importance of this subject. In addition there were discussions and exposition of most of the practical problems of administering a merit system such as the technique of examination for various positions, practical tests, scoring devices, methods of rating the effectiveness of employees, and so on down to "the advisability of allowing compensatory time off for overtime work."

The Assembly held out ideals which are attainable. They will not be attained, however, without great effort. Political privilege does not give up easily, and each of us is still concerned with his own personal problems. The public at large is not only indifferent, but hostile to "reformers" whom they do not know and whom they instinctively distrust. It is in the awakening of the public to the situation that social workers can do most to protect the development and usefulness of their profession.

JOSEPH L. MOSS.

Professional Groups and the Merit System

Under the caption "The Public Personnel Brew is Boiling," the *Newsletter* of the Civil Service Assembly for October, 1935, makes the following statement about the growing interest of professional groups in the merit system:

"Professional groups are showing an increasing interest. The American Political Science Association is becoming more active. The American Public Welfare Association at its June convention in Montreal adopted a resolution favorable to the merit system. The National Recreation Congress, during its recent meetings in Chicago, considered civil service as a means of obtaining competent personnel. The American Association of Social Workers has a civil service committee that is giving attention to the selection and treatment of social workers on a merit and career basis. Members of the Public Health, Nursing, and Dietetics professions are discussing civil service matters. The American As-

sociation of Probation Officers has been interested in sounder personnel practices for some time. Other professional groups are becoming genuinely interested."

Examining for Certification in California

An examination—the first in history for the registration and certification of social workers—has been set up and given. In reporting on this significant experiment at the May annual meeting of the California Conference of Social Work, the Board of Examiners of the Conference Department of Registration and Certification of Social Workers stated that all it undertakes to certify to in granting a registration card is that: 1. The worker possesses a certain body of knowledge; 2. He has demonstrated capacity for professional practice.

By virtue of this it was decided that no questions of the essay type would be used to test quality of skill; and the idea of an oral examination was abandoned. Questions of the true-false or multiple choice variety were used. "We had to remind ourselves," the Board reported, "that we are not potential employers of these applicants, nor are we certifying them to any particular employment. Once certified, the actual employer would still have to decide on individual fitness."

Having registered a total of 1453 workers under the so-called "blanketing in" clause and having refused under the same clause 463 applicants, the Board launched upon the difficult task of functioning subsequently under the written examination process. They studied the history of other professional groups which have set up plans for certification in California. They worked with professional groups such as the AASW, the American Association of Medical Social Workers, the Probation Officers' Association and others in an effort to define the basic body of knowledge that should be required of every social worker as the public's guarantee of professional service. Then they met with civil service authorities before determining upon the basic part of the examination applicable to all classifications of social workers, followed by a second part containing optional questions on specialized fields.

The education and experience requirements which were met by persons admitted to the written examination resulted in a highly selected group. Twenty-seven out of 33 candidates took the examination. The examination was made up entirely of objective or short answer questions. There were four sections to be answered by everyone and a fifth section containing questions relating to any one of six special fields of social work—family, medical, psychiatric, group, probation or child welfare.

The report of the Board of Examiners called attention to the fact that it had participated in the hearings in 1934 held by the Commission of Inquiry on Public Service Personnel and that in connection with the recommendations of the Commission's subsequent report, *Better Government Personnel,* one of the steps suggested by the Commission as necessary is being kept in mind:

"Certification by accredited professional associations and by legally established professional bodies should be made prerequisite for all professional and technical positions to which this procedure (outlined in the earlier recommendations) is applicable."

The Board of Examiners also recalled to the California Conference the statement of Dr. Ellen Potter at the February, 1935, Delegate Conference meeting of AASW that while social work is probably not ready for legal certification, there is need for much experimentation with the process of voluntary certification.

"If," the report of the Board concludes, "social work is ever to be really a profession, if social workers are to have a defined body of knowledge which will make them able to assure professional service to the public through their representatives in public service; if, in fact, we are ever to get out of the Lady Bountiful stage once and for all, then this California experiment cannot be allowed to fail."

Agency Responsibility for Staff Training

There has never been a sufficiently large number of social workers with professional education to fill the needs of the field. Wherever programs must be manned by personnel lacking in professional education, it falls logically upon the program to include in the agency's functions, the development of supervisory and other training facilities that will insure a growing competence in the personnel performing the services.

Certain programs develop—notably public welfare services—whose peculiar functions may require special knowledge of one kind or another or special application of knowledge additional to that on generic professional practice. Here again it may fall upon the program to provide special in-training facilities.

The economic depression followed by "emergency" public welfare provisions has emphasized enormously the need for special facilities within agencies for both types of training.

The FERA gave considerable recognition to these factors in the standards it advocated, in the assistance given in the matter of supervisory personnel appointments, and in its provision for institutes and for scholarships at professional schools

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of social work. State and local ERA's have increasingly instituted training programs for the protection of the quality of their services.

With the return to state and local provision for these "emergency" relief programs, funds are at a higher premium and such costs as training activities are threatened or cut.

In consideration not only of present "emergency" needs, but also of those permanent public welfare services yet to be established, the best staff training programs that can be developed are matters of great import for the reinforcement of services under the available personnel.

On the Future of the Private Agency

The future of the private agency is a question which is very much to the fore. Some pertinent statements on this question are to be found in the conclusions of a Study on Relationships Between Private Family Agencies and Public Relief Agencies in Pennsylvania, made under the auspices of the Public Charities Association of Pennsylvania from which the following quotations are taken:

"We . . . conclude from this study that during these few critical years the private family agencies of Pennsylvania have met the emergent needs of their own communities courageously and flexibly. Within a few years they have shifted the proportion of budget devoted to administration from 37% to 14%. This in itself speaks of the shift in emphasis from the intensive case work job to the case work approach in the handling of mass relief. In some communities they accepted, whether wisely or unwisely is beside the point, the full burden of this mass problem and put into caring for it not only the public subsidy which came later, but the larger share of their own budgets. Now with decreased case loads, with the withdrawal of public funds and the slowing up of private funds, they write of their readiness to work out a new place for themselves in their communities, to pick up the threads of the old job, re-examine it in the light of the present situation, and cling only to what seems necessary and of service to the community.

"These private agencies seem to believe that our 'emergency' agencies are likely to become part of our permanent social machinery in Pennsylvania. They may justly be proud that they have contributed to its development. When the plan now proposed of having consolidated county welfare boards is really effected unemployment relief will start on equal footing in professional standards with such recognized services as Mothers' Assistance, blind pensions, and old age assistance, rather than, as in some commonwealths, with the class of pauper relief."

In answer to the controversial question about the continuance of both public and private social services, the report quotes from a statement by Eduard Lindeman, as follows:

"If it may be said that the 'right' appeal for the private agency is gaining ground, the evidences may be found in those educational movements which emphasize social work as a specialized task for certain types of unadjustment; which interpret the private agency as an experimental laboratory for developing new methods; which interpret private social work as an opportunity for perpetuating the notion of the value of the layman's participation. Some have even gone so far as to recognize the promotion of public social work as one of the appropriate functions of the private agency."

The end of the conclusions is as follows:

"It is interesting to recall that as long ago as 1925 this same question of division of work between public and private family agencies was a topic of study by the Family Welfare Association of America. The report of their committee on Relations with Public Departments presented the following conclusions, which seem still to have validity:

" 'Ordinarily, both public and private agencies for family social work are needed. They should be entirely distinct and independent of each other with good teamwork between them. Either alone is unable to bear the full burden of need and insure progress. . . . If it is true that each agency is dependent on the strength of the other, it is also true that each determines the strength of the other by relieving strains the other is unable to bear and placing burdens the other should bear'."

Editorial Interest in Social Work

The magazine *Today* in its September 28th issue carries an article by Frederick M. Delano entitled "Diplomas for Social Workers." The article makes simple, interesting reading for the layman and rests on a good factual basis which leaves the social worker feeling gratified by a quality of editorial policy and writing talent.

Below the caption for the article this statement appears:

"The day of the amateur in social service is drawing to a close; the flat-heeled spinster who agonized over every case gives way to the calm professional who, like ambition, is made of 'sterner stuff'."

And following a brief statement in the body of the article on the present overwhelming burden, and on the lack of training opportunity for new workers in the important function of administering relief, there is this paragraph:

"Trained workers are grieved to see the unavoidable harm that was and is being done; they see it as the price paid for a greater good. Better that some of the 'chiselers' be fed too well than that the deserving starve while the old, careful technique is applied."

The New York *Herald-Tribune* magazine section of September 22, 1935, addressed an article by Grace Turner to those who may be interested in the vocational opportunities in social work. It was entitled "Enlisting in Social Work" and

was based on facts gathered by Miss Turner from published material and interviews with social workers. Since the publication of that article the *Herald-Tribune* offices have sent out 500 copies of the AASW leaflet of general information, *Social Work as a Career*, in reply to inquiries.

The informational background for such articles must as a rule grow out of cooperation between potentially interested persons in the publishing world and professional social workers who are ready and accessible to assist. That the New York City Chapter had a committee functioning on interpretation of social work and that this committee was in close touch with Miss Louise Bache, Publicity Director of Community Chests and Councils, Inc., were the means of bringing the attention of social workers to these particular articles while they were in the making, so that authors and social workers combined their understanding of a mass of difficult data.

The Examination Process in Civil Service

Members of the AASW in various localities are lending their services to civil service commissions and other authorities responsible for setting up requisites for social work positions and questions for written examinations. They are participating in rating papers and in conducting oral examinations. Out of the problems that emerge these social workers are finding some of the practical means that may be utilized to establish the merit principle in personnel selection.

A few of the points out of the laboratory experience of one public administrator* coincide with the laboratory experience of some of these social workers:

The civil service "interpretation" of the "equivalent" in education and experience, which it is their right to make when the candidate's preparation is not precisely that outlined in the specifications, leaves the door open to very wide variations which more often than not let in the less qualified and place them on the eligible list, with which, in New Jersey, the administrator must wrestle for two long years after the list is once established.

In addition, preference to veterans and absence of age limitation in the examination often create handicaps which needlessly complicate the selective process.

The selective process covering oral and written examinations in relation to professional personnel in the social welfare field in many instances leaves much to be desired. The questions covering the written test and oral examination are often formulated and administered by persons who have not the breadth and depth of knowledge in social work to be able to explore adequately the capacity of the candidate, and to determine his strength and weakness. Occasionally the philosophy of the examiner is directly opposed to that of the administrator who is in search of personnel, and the candidate will be marked up or down in accordance with this conflicting philosophy.

In addition, the evaluation of the written test is not always in the hands of an examiner competent to determine the adequacy of the paper submitted.

All of these facts demonstrate the need of a panel of examiners cooperating with the civil service executive in the social work fields, of such breadth of education and judgment as to enable them to minimize for civil service (and the administrator) these handicaps inherent in any system of examination.

It should be noted that in appointing physicians to the public service in New Jersey, no civil service examination is held, but the fact of medical diploma and license to practice, plus certain experience, is held sufficient. When the content of social work training and experience is formulated with the same clarity as in medicine, we may hope for similar practice.

The salary range specified by civil service for certain professional positions in the field of public social work is frequently fixed by civil service at such a low level that it is impossible to compete successfully with the demand for such service. This is particularly true in the more recently developed categories, such as psychiatric social work, and the general disinclination on the part of professional workers to compete by examination for any position, reduces the number of candidates of real competence almost to zero.

In addition to this, perhaps it should be stated that in the minds of some civil service authorities there still lingers the idea that a person interested to perform the altruistic services implied in social work, should be willing to do the work for a subsistence wage or less.

The administrator is also handicapped in that having met his obligation by making a temporary appointment from among the three candidates with the highest average (as required by regulation) he must make up his mind within three months as to whether the employee is performing his duties satisfactorily and is otherwise proving to be well adapted to the job. If the administrator is not satisfied, the appointment may be terminated without preferring charges. After the three months' probationary period, charges must be preferred if the employee is to be removed, and he may have a formal hearing before the civil service board if he objects to removal.

Three months is too short a period in which to evaluate the capacity of an individual in relation to a job covering personality, health, and technical skill. One can sustain good behavior for three months with a little effort; six months would more nearly provide a real test, fair to employee and administrator alike.

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* Article by Ellen C. Potter, M.D. Reprinted from *National Municipal Review*, Vol. XXIV, No. 10, October, 1935.

Demobilization and Collective Protest

DEMOBILIZATION of emergency relief staff, an organized stoppage in protest, and the professional questions involved have been commanding the attention of the New York City Chapter.

Reduction of staff of the New York City Emergency Relief Bureau by about 900 workers, with further reductions in the offing, have been jointly discussed by the workers, the administrative staff and board members. When agreement on the necessity of staff curtailment was not reached, the Association of Workers in Public Relief Agencies was granted a hearing on October 23 by the ERB board. The AWPRA maintained that due to uncertainty about the size of the relief problem, no curtailment of staff should be made at present or until further study. The Board ruled against this request and the AWPRA responded with a call for a three hour stoppage of all workers in the ERB on the following morning, October 24.

The Board posted notices that morning in the precinct offices that workers going out on the stoppage would lose their seniority rights. This raised a particularly acute situation as the Board's announced plan for dismissal had been, first, definite incompetence, and then seniority.

The New York City Chapter Committee on Public Administration of Relief had for some months been giving consideration to the problem of demobilization of staff and had drafted a set of principles. With this as basis of discussion the Chapter Executive Committee October 26 sent the following letter to Oswald W. Knauth, Chairman of the Board of ERB:

October 26, 1935.

Mr. Oswald W. Knauth,
Chairman of the Board,
Emergency Relief Bureau,
902 Broadway,
New York City.

MY dear MR. KNAUTH:

The Executive Committee of the New York City Chapter of the American Association of Social Workers is deeply concerned with the situation facing the Board of the Emergency Relief Bureau in connection with the reduction of staff and we are sending this letter with the hope that our thinking may be of service.

The general problem of retrenchment led us several weeks ago to draw up the attached set of what we consider basic principles. Our immediate interest, however, bears on the acute situation which has arisen this last week.

The first issue is the question of the necessity for reducing the Emergency Relief Bureau staff in the face of a declining number of cases. We agree with the Board that some reduction in staff is necessary and we feel that the official retrenchment program is, in the main, based on sound principles. We are particularly impressed by this instance of a public relief board's taking so positive a stand for adequate personnel and not attempting to make the cut in staff directly proportionate to the reduction in cases under care. We have not found ourselves in agreement with the position taken by the Association of Workers in Public Relief Agencies that no curtailment should be made at this time. We believe that adjustment of agency service to the need for that service is an inescapable element in relief administration and that such adjustment cannot await the elimination of all elements of uncertainty from a given situation. There may be difference of judgment as to the successive points at which, and the extent to which, staff reduction should occur as the total case load shrinks; but it seems to us contrary to public interest for employees to resist a reduction when the case load is being brought down as sharply as it is in this instance. Further, we agree that the decision as to when these points are reached is an administrative responsibility.

The second issue arises from the notice posted by the Board at the time of the stoppage. Irrespective of the appropriateness of this particular stoppage, we feel that the Board's action in issuing this notice places it in the position of denying the right of collective protest, which has been widely accepted in modern labor relationship. The arrangement made by the Board over a period of months for dealing with its personnel has indicated your appreciation of the philosophy of collective bargaining, and the hearing granted to employee representatives last Monday confirmed this impression. It seems to us unfortunate that this brief and partial work stoppage should have been given the interpretation that seems to have been attached to it. We feel that the Board might well have regarded it as a gesture of protest rather than a desertion of duty.

The revoking of seniority and service rights of workers, if carried out as implied in the notice, would have the effect of punishing workers for union activity. In addition, the carrying out of so drastic a measure as this will have serious consequences affecting staff morale and the quality of service to clients.

We hope very earnestly that the Board will reconsider this action and will so modify it that it will not have the effect of discharging workers for collective protest.

Yours sincerely,

GEORGE W. RABINOFF, *Chairman.*

In referring its action to the membership of the Chapter, the Executive Committee called attention to the fact that the statement was drawn up to meet an immediate and specific situation and did not assume general application to employment situations of all the letter's implications.

The Executive Committee hopes to use this letter as a means of getting further chapter discussion on the problems of collective bargaining, strikes, and stoppages in social work, and suggests the following questions:

1. To what extent are practices which are ac-

ceptable in modern labor relations applicable to the field of social work?

2. Is there an assumption of responsibility inherent in a public agency or department which should prevent its employees from striking? Are there variations of this depending on the responsibilities of the particular departments?

3. Should the right to strike be considered wholly in the light of the social necessity of the service rather than on the basis of the source of funds, public or private?

4. Does acceptance of the principle of collective bargaining imply the right to strike?

5. Are there essential differences between a stoppage and a strike?

6. Do these differences tend to disappear in the situation of repeated stoppages?

Last year the Chapter's Committee on Employment Practices undertook to develop a set of standards of desirable personnel practice in social work. A first draft has been sent to agencies and workers' organizations in the Chapter area for comment and discussion. The Committee will continue to devote attention to certain sections of the report which need elaboration and in doing so will consider matters which have to do with this current situation.

DEMOBILIZATION OF RELIEF PROGRAMS

EVERYONE in social work, from a theoretical viewpoint and from a practical viewpoint, knows that we are unprepared either for the establishment of permanent public welfare facilities that are needed or for an orderly demobilization of those emergency facilities which we have. In some respects social workers have been helpless in any control of the situation from the start. In some respects social workers have failed to make known those things which they know better than any other group. In all respects the situation is baffling at the moment. Almost every professional concern the AASW has is threatened: Matters of government, provision for social work and matters of personnel standards and personnel practices are particularly involved.

The Outlook for Government Provision

Discussion and action are underway in social work all over the country in the effort to dramatize the firm belief that WPA cannot replace federal relief. The federal government has asserted a position on the matter of federal funds which it cannot maintain if at the same time it maintains that people are not going to suffer. State and local governments are unable to meet the issue purely on the question of needs and resources. Their different traditional beliefs about local government, their partisanships, and their various difficulties in the whole experience with subsidiary grants in recent years under emergency provision complicate their position either in accepting the burden put upon them or in refusing to accept the burden where they are unprepared to meet it.

Interpretation to the Public

Much of the emphasis which is being given in press interpretation of the demobilization process is creating erroneous understanding on the part of the public. That which social work is most competent to say seems either to fall on deaf ears or to appear to be a matter of self interest. The fear that private industry will feel the competition of WPA, the fear that WPA may not be able to construct the jobs into which the ability of the unemployed can fit and the fear of facing failure elsewhere are factors in the present tendency to put the burden upon the WPA applicants by emphasizing with the public the need to keep WPA jobs from being too pleasant. The taxpayer is being given little understanding of the kind that will prepare him for the necessary combination of local and state public provisions and private agency support that must be raised to meet actual needs in their various manifestations.

The Immediate Situation

Demobilization of emergency home relief programs has already begun. There are wide differences in procedure. Social work and its client interests are necessarily affected by whatever happens.

The interim needs of clients who are eventually transferred to WPA pay rolls, the impermanent character of the WPA program and the large groups of persons for whom there is now no provision are inextricably bound around by local inequalities that defy ready correction.

Apart from the total situation which cannot rest where it is, there are the immediate facts that funds have been curtailed; that case loads have been somewhat diminished, and that there are resultant staff cuts in home relief programs.

As has been said, almost every professional concern of the AASW is thereby threatened. Concern for client service of the quantity and quality needed is bound up in the matters of financial provision and staff provision. These problems have to be attacked separately as well as seen together.

Principles and Problems in Staff Reduction

One principle that needs to be vigorously asserted even in the midst of any demobilization of

staff is that of qualified personnel in social work. That principle is being violated in many instances. No one knows all the methods of procedure that are being worked out in home relief staff reductions. It is inevitable that unprepared as we are for any degree of sudden demobilization of staff there will be difficulties under any procedure.

The principle which social work experience makes clear in both selection and demobilization of staff is the principle of competence. The difficulties that will attend any procedure which attempts to carry out this principle do not invalidate the merit of the principle. The hasty mobilization of personnel at the time of great expansion resulted in too little exercise of the best judgment we possessed. Special local rulings such as that demanding that certain classifications of positions be filled from the relief rolls abnegated the principle of qualification completely. Lack of educational criteria alone increased the inequalities in inexperienced personnel selected.

These and other risks to the quality of service to clients will remain to affect the field of social work for many years unless means can be found to invoke the principle of competency in the dismissal procedure instituted in any process of demobilization.

This principle can be advocated by the AASW as one which can be made useful to any administration in relation to any staff demobilization that is determined.

Administrative Problems Unsolved

In advocating the principle of competency in dismissal procedure, no responsibility is taken for those things on which only the administration of a particular program can take the responsibility. Case load for a particular kind of program, for instance, is not a thing which can be properly determined outside the organization. In the application of the principle of qualified personnel only the administration itself can know how in its program competency can be judged on the basis of performance. It will depend upon the adequacy of supervisory and administrative staff over a period of fluctuating conditions. It will depend upon existing methods of recording and interpreting the judgment of those responsible for the work of others. It will depend upon dozens of considerations. Nevertheless to replace the principle of competency with any other principle is to open the procedure to untenable abuse. Arbitrary as judgment may have to be at many points where it is difficult to rate competency, there is merit in the goal to test competency which does not exist in some other goal which relies upon anything but qualification for the job.

What alternatives are there except such inadequate criteria as seniority and tenure?

Between the two tangible areas of an individual's record—education and experience prior to employment and outstanding quality of performance in the present job—there lies a difficult area where known degrees of qualification are slight or intangible. Where, then, a standard cannot be applied on the basis of known information such as might be contained in good performance records, some type of examination may be devised that will test certain kinds of competency. This would still be an application of the principle of qualification.

In a first step in the process of elimination—requirements for eligibility to further consideration on performance basis—the degree of general education is again a test of competency. Persons remaining and seriously interested in the field of social work should be, if possible, persons who are eligible for professional training in a school of social work. In setting up training programs to strengthen services where staff personnel cannot be drawn from professionally qualified groups, agencies will find similar validity and economy in high general educational requirements for preprofessional staff.

When the principle of competency is not invoked in so far as possible questionable personnel practices will be involved.

C. C. R.

ADMINISTRATIVE APPLICATION OF THE PRINCIPLE OF COMPETENCY IN DEMOBILIZATION

Review of a Grievance Case by the Committee on Personnel Practices, Chicago Chapter

TO illustrate the use of the principle of competency in releasing workers as a result of enforced reduction of staff, the following outline is given of a review of the procedure of the Cook County Bureau of Public Welfare which was undertaken by the Personnel Practices Committee of the Chicago Chapter when one of the released employees requested action by the chapter under the tentative grievance procedure. The material is taken from the Committee's minutes.

The Basis of the Worker's Complaint

The story secured from the worker is as follows: She is a senior worker. Her salary has been raised during the past year, which she took to mean that she was doing acceptable work. She

knew that reports on all workers were routinely sent in, but states that she was never told that her work was inadequate. Some months ago she was asked to supervise two case aides, which seemed to indicate that she was regarded as capable. Because of a heavy case load (140 to 200) she refused to undertake the supervision of these aides, and she now thinks that her supervisor misinterpreted her refusal as unwillingness to meet a district need.

Her husband has also been an employee of the Illinois Emergency Relief Commission, but in the spring of 1935, when the ruling was enforced regarding dropping all but one member of the family from the employ of the Commission, it was suggested to them that the husband could be better spared. The worker believes this to be another indication of her competence. She regards her release as due to the prejudiced reports of her supervisor.

She is bringing pressure for reinstatement through other sources, but would like the Chicago Chapter to accept her case as a grievance involving violation of employment practices. She has read the procedure outlined in the July, 1935, *Compass* regarding grievance procedure and believes that her case should be reviewed because her professional work was jeopardized since she was not told her weaknesses and because she could not function professionally because of the heavy case load. She telephoned the director of the Service for an appointment, when she was notified that her release would be effective as of August 31, 1935, but was unable to secure it at the time because the director was out of the office. She has not made another attempt to see her.

With the worker's consent, the chairman of the Committee discussed this complaint with the Director of the Family Service Division, County Bureau of Public Welfare, who approved an exploratory review by the Grievance Committee to establish whether professional practice has been violated. She believes the work of reviewing was done carefully, on a well thought out plan. However, she would like to have the plan evaluated by the Personnel Practices Committee and will welcome comments and suggestions. She will send an outline of the procedure which was used, and will be glad to furnish any other assistance which the Committee may wish. She agreed that it might be advantageous to invite the Chairman of the Reviewing Committee to participate in the discussion.

Review of Tentative AASW Committee Procedure for Hearing Grievances

The Committee had been requested to study the tentative AASW procedure for reviewing complaints in the *Compass* for July, 1935 in preparation for the meeting. The following excerpts were read as bearing on the situation before the Committee:

I. There are two kinds of situations in which the AASW recognizes that it has a stake in maintaining a professional standard, and in which therefore, the Association will act through Committees to investigate, report and review.
   1. When a dismissal or other administrative action violates a contractual understanding between employer and employee or is based on other considerations than professional competence.
   2. When general policies of employment practices are so inadequate as to jeopardize professional performance of social work.

II. 4. b. The facts should be interpreted in the light of the AASW's concern to protect the professional character of social work.

Review of the Illinois Emergency Relief Commission, Cook County Relief Administration Procedure on Reduction of Staff

The professional histories of those workers who, according to the evaluations of the district supervisor, could be spared with the least disturbance to the office and those workers who were considered to perform their duties less efficiently than other workers, were assembled by the General Office.

A committee of supervisors impersonally reviewed these histories with the responsibility of grading each worker and designating those to be released in accordance with the number required for the reduction of staff.

An objective evaluation of the work of each person was determined by means of a chart which carried the following headings: Name of worker; District; Classification; Evaluation of his work, taking into consideration his ability as determined by (1) Education and experience, (2) Tests given through the Personnel Bureau, (3) Periodic reports of the district supervisor.

Taking all these factors into consideration each employee was graded. When the chart was completed, the required number of employees with the lowest grades were released from the service.

The district supervisors of the Family Service Division of the Illinois Emergency Relief Commission had been sending reports on all workers to the Director every three months as a matter of routine. An outline was followed including the following points: Attitude toward work; Organization work; Contact with clients and community; Relationship with staff; Reaction to supervision; Analysis of work; Record-making; Investigation and Treatment. The supervisors had instructions

to discuss these reports with the workers at the time they were made.

The Reviewing Committee was composed of supervisors and assistant supervisors from the former Unemployment Relief Service and from the Field Service Division of the County Bureau of Public Welfare.

The following points were brought out by the Reviewing Committee in evaluating records:

1. The reports reviewed were evaluated according to ability as revealed by the personnel record of each worker. These were divided into groups graded poor, fair, good and excellent. The number of those graded under poor and fair made up more than was needed to accomplish the required reduction, so that the group graded as fair was sub-divided again and the workers with professional training retained.
2. Past record in another field was considered as significant of general ability, but not as indication of ability to organize and control a mass job. The worker's present value to the agency and the work to be done was the chief basis for decision; length of service was not considered, apart from ability.

There was no consideration taken of need, although in some records the evaluating committee was aware that need existed. However, in the cases of two workers of like merit, the possible need of one might be considered.

The reason that some case workers were released while aides were kept was that it is not known yet whether the offices will function with case aides, and until the setup is complete and this is known, it was thought best to keep good aides in preference to less qualified case workers.

Recommendations of the Committee on Personnel Practices

The Committee on Personnel Practices believes that the plan used by the Reviewing Committee as outlined was equitably employed; that releases were determined upon with fairness. However certain gaps and omissions in procedure were brought out in discussion that might be corrected should further staff reductions be necessary. The Committee therefore recommends:

(1) That district supervisors indicate workers to be released in order of preference (it is understood the supervisors have already requested this).

(2) That the district supervisors be notified of the names of persons to be let out before letters releasing worker from service are sent out. This will make it possible to question a release. A supervisor may feel it advisable to make some change in her list, as in the case of a change in the quality of work or improvement since the last report was made.

(3) That in general untrained workers should be released first.

(4) That there should be a breakdown by categories in any further reduction, as "caseworkers," "clerks," etc., in order to avoid serious weakening of various departments.

(5) That in grading it might be helpful to use some method of giving weight to points such as personality, experience, education, etc.

(6) That, if possible, the rating indicate whether a worker is considered better fitted in some other capacity.

Issues in the Specific Grievance Case

Following some discussion of general responsibility for workers released from service, the AASW Committee found agreement on the following:

It was felt that the committee cannot be put in the position of questioning a supervisor's judgment in her evaluation of a worker's performance, but in this case there were other aspects which merit exploration and might help to stress sound employment practices.

(a) A significant fact in this case is that the worker said her work had not been discussed with her, and this alleged failure of the supervisor to discuss the report with her is contrary to established principles of good employment practice.

(b) It is also important to know when the increase in the worker's salary was made and whether this increase was made at a time indicating a change in her position. If there was no change in position or classification, and the increase was given for the same position, competence in work could be assumed.

The Committee agreed:

1. That the worker should be advised to request an interview with the Director or her assistant, who, they felt sure, would be willing to talk with the worker regarding her work since they have repeatedly instructed the district supervisor to discuss reports with worker. (It was thought this may eliminate all cause for complaint.)
2. If this interview does not satisfy the worker and she still wishes to press her complaint, she is to be asked to request a review in writing, stating in detail where, in her opinion, violation of good employment practice occurred and in what way she believes these have affected her professional standing.

It was left to the judgment of the chairman to decide, upon receipt of the letter, whether any further action is indicated. In this case she is authorized to appoint a committee to investigate further.

Miss Mary E Murphy
848 No Dearborn St
Chicago Ill

HOUSING NEWS

The following is the status of Federal Housing Projects as of September 1st, 1935:

"South Park Gardens"	Chicago	$ 9,200,000	Site being assembled
"Black Hawk Park"	Chicago	14,300,000	
"Jane Addams Houses"	Chicago	1,335,000	Site acquired
"Diversey"	Chicago	2,750,000	
"Basin Housing"	Cincinnati	7,000,000	
"Cedar Central"	Cleveland	3,279,000	Construction begun
"Outhwaite"	Cleveland	3,084,000	Bids received 8-29-35
"West Side"	Cleveland	3,000,000	Bids received 9-4-35
"University Terrace"	Columbia, S. C.	450,000	Site acquired
"East Side"	Detroit	5,500,000	Part of site acquired
"Enid Springs Park"	Enid, Okla.	400,000	Site acquired
"Community Housing"	Indianapolis	3,025,000	Construction begun 7-5-35
"Sixty-second Street"	Miami, Fla.	1,000,000	Site acquired
"Parklawn"	Milwaukee	2,230,000	Title acquired
"Summer Field"	Minneapolis	6,000,000	Site being assembled
"Bell Street"	Montgomery	244,000	Bids opened 8-27-35
"Thurman Street"	Montgomery	459,000	Construction begun
	Nashville	900,000	Site acquired
	Nashville	1,500,000	Site acquired
	Oklahoma City	2,000,000	Site acquired
"War College"	Washington	3,000,000	Site being assembled
"Langston Terrace"	Washington	1,600,000	Site acquired
"Anacostia Terrace"	Washington	3,500,000	Site acquired
"Altavista Housing Corp."	Altavista, Va.	84,000	Completed 8-15-34
"Hillside Housing Corp."	Bronx, N. Y.	5,060,000	565 units occupied 8-31-35
"Euclid Housing Corp."	Euclid, O.	500,000	6 under construction
"Carl Mackley Houses"	Philadelphia	1,039,000	Completed 6-27-35
"Boulevard Gardens"	Queens, N. Y.	3,450,000	207 units occupied 8-31-35 10 bldgs. ready for occupancy 11-1-35
"Boylan Housing Corp."	Raleigh	198,000	Ready for occupancy 10-1-35
"Neighborhood Gardens"	St. Louis	640,000	Ready for occupancy 10-1-35

* * *

Dr. Emil Frankel of the Housing Committee of the New Jersey Chapter reports that the Committee has been working closely with the State Housing Authority in New Jersey and when certain New Jersey housing projects were in danger of not going through as planned, the Committee telegraphed the President urging that they be continued.

* * *

Interesting reading matter on housing will be found in the following recent publications:

1. "Housing Management—Its History and Relation to Present-Day Housing Problems." Beatrice Greenfield Rosahn. Published by the National Municipal League, 309 East 34th Street, New York City. 25c.
2. "A Case Work Housing Study." Sydney Maslen. *The Family* (October, 1935).
3. "A Selected Bibliography on Housing." National Association of Housing Officials, 850 East 58th Street, Chicago, Illinois. Free.
4. "Services of the Federal Government to Home Owners and Tenants." United States Information Service, Government Printing Office, Washington, D. C. Free.
5. "What Some Slum Dwellers Want in Housing." Duane V. Ramsey, Henry Street Settlement, 265 Henry Street, New York City. Free.
6. "Activities of the Housing Committee of the AASW. 1934-35." Housing Committee, AASW, 130 East 22nd Street, New York City. Free.
7. "Housing Under Capitalism." Sidney Hill. International Publishers, 381 Fourth Avenue, New York City. 10c.